

**REXFORD C. SIMPSON  
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HUNTINGTON BEACH, CA. 92649  
(310) 613-6055**

**PROFESSIONAL BACKGROUND**

**PENNSYLVANIA STATE UNIVERSITY**

**9/13 to present**

**Professor of Practice**

School of Labor and Employment Relations, Univ. Park, PA

-Full time instructor in the School's online master's program (MPS) in Human Resources and Employment Relations. During my tenure I have taught approximately 100 sections of seven different courses in areas such as employment law, ethics, human resource management, labor relations and business strategy for HR professionals. Current teaching load is six sections per year. Since 8/22, I have also served as the Lead Faculty for the MPS program on an interim basis, managing the academic and faculty issues related to that program. In addition to teaching, I have also authored and revised a number of online courses.

-Member of the administrative team managing the day-to-day operation of the HRER online MPS program since 8/13.

-Work as Faculty Affairs Coordinator, onboarding new instructors, monitoring quality control and working on faculty development (primarily webinar training)

- Previously taught part time in the program from 9/09 to 8/13.

**YOKOHAMA TIRE CORPORATION**

**12/07 to 9/13**

**Vice President, Administration**

Corporate Headquarters, Fullerton, CA.

- Led all human resource activities for an one billion dollar 1400 employee sales and manufacturing corporation. Supervised a staff of twelve HR professionals in two primary locations. Managed a three-million-dollar budget.

- Chief company spokesperson for 700 worker USW represented manufacturing facility. Handled collective bargaining, grievance processing and arbitrations.

- Provide leadership for all legal activities including product liability and other litigation.

- Sat on corporation's managing Executive Committee

**AMERICAN HONDA MOTOR COMPANY, INC.**

**10/94 to 12/07**

**Senior Manager, Associate Relations and Compliance**

Corporate Headquarters, Torrance, CA.

--Managed the employment process including exempt and non-exempt recruiting, college relations and employee relocation program.

-Chaired the company ethics initiative, interpreting and enforcing the corporate business ethics and conflict of interest policy.

-Managed EEO activities, including AAP's (a federal contractor) and the company's diversity and inclusion programs.

- Managed employee relations including associate discipline, performance counseling, personnel policy formulation and government and individual complaint investigations.

- Chief spokesperson in UAW negotiations, also managed union avoidance program in unorganized facilities.

## **MAY DEPARTMENT STORES**

**9/91 TO 6/94**

### **Director of Employee Relations**

Robinson's-May Division, North Hollywood, CA.

- Counseled line management regarding problem performers and disciplinary situations. Approved all terminations and significant disciplinary actions.
- Conducted sexual harassment and other sensitive investigations, worked with security staff coordinating in house security investigations.
- Provided local onsite management of defense efforts in all personnel related litigation.
- Managed the integration of disparate personnel practices including pay plans, during the merger of two retail divisions.

## **JC PENNEY COMPANY, INC.**

**6/80 TO 8/91**

### **Regional Personnel Relations Attorney**

Northeast Region, Pittsburgh, PA. 6/80 - 10/87

Southwest Region, Buena Park, CA. 10/87 - 8/91

- Managed numerous successful campaigns opposing union organizational attempts.
- Negotiated collective bargaining agreements, handled grievances and managed contract administration in unionized facilities (Teamsters, Retail Clerks).
- Represented company before NLRB, EEOC, Labor Dep't, INS and a wide variety of state and local agencies. Negotiated settlements where appropriate.
- Authored and periodically presented a personnel relations workshop for line management on employee discipline and discharge, performance appraisal procedures and improving associate morale, productivity, and turnover.

## **NATIONAL LABOR RELATIONS BOARD**

**1/76 to 6/80**

### **Field Attorney**

Region Six - Pittsburgh, Pa.

- Investigated and prosecuted unfair labor practices including Federal Court injunctions.
- Conducted representation case hearings, made unit determinations, conducted elections, investigated election complaints.

## **EDUCATION AND PROFESSIONAL AFFILIATIONS**

- B.A. Penn State Univ. major - Labor Management Relations
- J.D. University of Pittsburgh School of Law
- Admitted to Pennsylvania courts, 1975 - admitted to California courts, 1995
- Ethics Officer Association training, 1995 - EOA member 1994 through 2007
- Board member, California Employment Law Council, 1995 to 2001, 2004 to 2008
- Alumni Board member Penn State HRER School, 1999 to present, President 2012-2015
- Long Beach State Univ. HR Mgmt. Dept, industry advisory board 1999-2007

## **AWARDS/ACCOMPLISHMENTS**

- Awardee, inaugural Kelley-Willits Award for outstanding online teaching, 2011

- Co-author of the arbitration training film “The Suspension of Nurse Kevin” funded by the American Arbitration Association, 2013.
- Outstanding Alumni Award, School of Labor and Employment Relations, 2017